



2021 DEI Report
Our **diversity**, **equity**
and **inclusion** progress
and aspirations





SHINE Technologies exists to make the world a better place.

At the core of our culture is a unifying purpose in the pursuit of technological solutions that enhance the greater good, and that work is grounded in the brilliance of our people. To be direct, we believe the talents of all people should be considered in order to build the most talented workforce. Further, we believe that a diversity of life experiences, ethnicity, and gender create complementary synergies that will result in a higher performing company, and ultimately, a higher-performing world. So it's no surprise that diversity, equity, and inclusion (DEI) efforts are also a priority to us here at SHINE. Our DEI efforts are central to cultivating diversity of thought to the various challenges we tackle and creating an environment where our employees are willing to challenge the status quo and take every challenge and success as an opportunity to grow.

From recruiting to ongoing employee training and engagement, we emphasize diversity and inclusion at all levels of our organization. We put a special emphasis on recruiting, taking steps to mitigate and eliminate recruiting and hiring bias, such as employing a blind resume process for applicants.

Our outreach has expanded to support DEI within the communities in which we live and work, which you can read more about on page four of this report. Inside SHINE, employees started a diversity-focused book club and formed employee resource groups for SHINE women (trans and non-binary inclusive) and for veterans. We also give employees the opportunity to support their communities through participation in racial equality work by offering Martin Luther King Jr. Day off as a paid Day of Service. With these initiatives, employee engagement around DEI is showing improvement.

It's especially gratifying to see our employees volunteer to be part of this important work. Our DEI taskforce, made up of a volunteer group of employees each year, continues to drive efforts with pay equity and diversity in job applicants.

We recognize, and some of the data in this report confirms, that we still have work to do in making DEI a part of our inherent culture. But we are committed to putting in that work. And we are proud of our DEI efforts and grateful to our community to be awarded the 2020 YWCA Rock County Dorothy Height Racial Justice Award for Diversity in the Workplace.

Of course, awards and accolades aren't the motivating factor for us. Rather, it's a sense that maximum value and collective good comes from diversity and equity that sits deep within our culture. One day, we hope that our and the effort of others like us will provide heat in Serbia, streetlights in Africa and cancer treatment in Thailand. And that's because when people around the world do well for each other, a virtuous cycle of mutual benefit will lead to a better humanity and improve all lives.

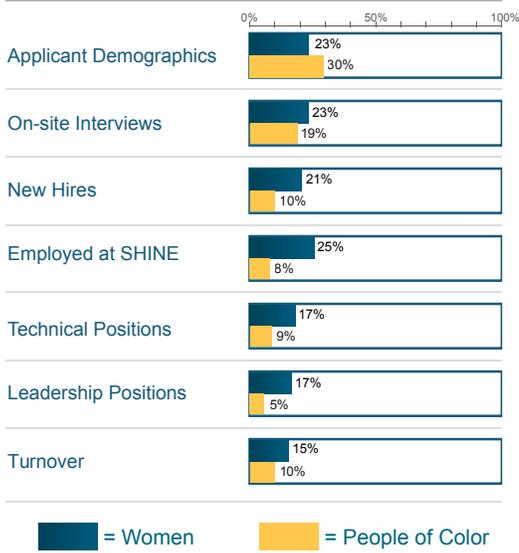
"We celebrate diversity and inclusion on a global scale with approximately 400 employees in two countries."

Greg Piefer,
Founder and CEO

A handwritten signature in black ink, appearing to be 'GP', located to the right of the name and title.

By the Numbers

2021: Women and People of Color

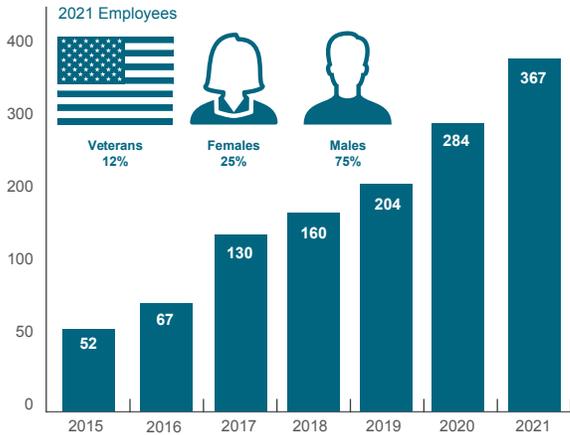


Since the inception of SHINE's Diversity, Equity, and Inclusion (DEI) initiatives in 2018, one of the primary goals has been gathering key data and using it to advance our DEI efforts. The merger with Phoenix in 2021 disrupted some year-over-year data, but it has not deterred the overall spirit of the program. As it enters its fifth year, we remain focused on our efforts to improve our metrics.

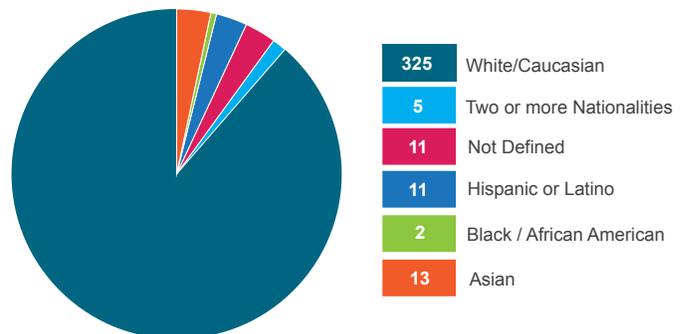
SHINE saw modest gains within its racial diversity data in 2021, including people of color making up 10 percent of all new hires (five percent in 2020). That improvement was offset, however, in that females made up 21 percent of new hires, down from 28 percent in 2020.

Additionally, one of the biggest news topics of 2021 was the "Great Resignation," in which 47 million Americans voluntarily left their jobs. Virtually no company or industry was spared, including SHINE, which saw 61 departures (15 in 2020). Among those, 15 percent were women (six percent turnover in 2020), which partly explains the trend in gender diversity (25 percent female in 2021 compared to 28 percent in 2020).

We recognize we have work to do, and our DEI initiatives aim to improve our diversity by 2030 as we seek to make the world a better place and SHINE a welcoming place to work.



Gender/Racial Diversity





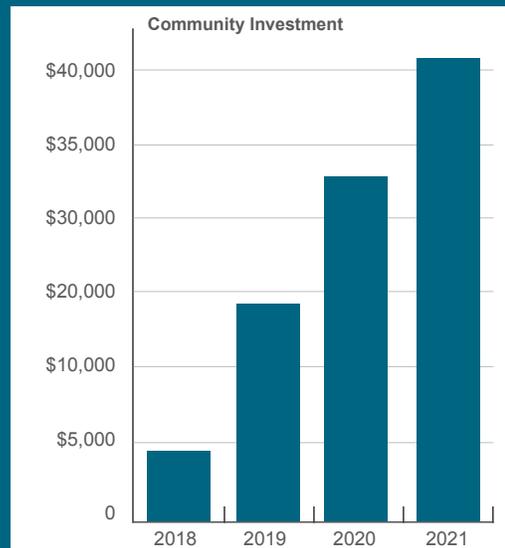
Partnerships

SHINE employees attended the Janesville Multicultural Teachers Scholarship fundraiser (pictured above). The program supports efforts to address the lack of diverse teachers in the School District of Janesville compared to the student body by offering scholarships to students of color who agree to work in the school district after college.

SHINE partnered with Maydm, which offers learning and mentorship programs to students from underrepresented backgrounds. The program helps students master programming languages and STEM software tools, dip their toes into STEM careers, and more. As part of our partnership, Maydm connected us with two high school-age interns for the summer.

We supported for the second straight year Blackhawk Technical College's IDEAL Opportunity Scholarship, an effort to increase access to education and transform the lives of people of color who are low-income and may be first-generation college students. SHINE has committed to support at least one student per year through the program in targeted STEM fields, including guaranteed internships. Also, between employee donations and the company matching program, SHINE donated \$8,000.

Our partnership with community resources like the YWCA Rock County remained strong. SHINE participated in their Stand Against Racism and sponsored and presented at the virtual 2021 Racial Justice Conference. As the 2020 recipient of the Dorothy Height Diversity in the Workplace Award, we were invited to present a session on our progress in becoming a more diverse company.



SHINE proudly supports our communities in sharing our talent and treasure. We have steadily progressed our inclusive outreach to non-profit organizations over the last several years.

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